

W O R D S & V i z i o n

UCFV Faculty & Staff Association Newsletter

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In this issue

From the Editor 1

Reports

President	3
Faculty Grievance	4
Staff Grievance	4
Contract Chair	5
Secretary Treasurer	6
Human Rights	7

Articles

Brief history of the FSA	7
This Must be Beijing	8

Notes & Notices 10

From the Editor

Best Before ... and After

Arrivederci Summer Guy

It happens every year, mid-August — that small, chilling moment of recognition. I'll be at the Santa B market on the Drive, a roadside fruit/veggie joint off the highway in the Valley, or maybe in a Trader Joe's in southern California, somewhere like that, in a grocery store, I mean, at the dairy case, catching my reflection in the glass — white shorts, open neck t-shirt, funky sandals, mirror sunglasses, and slightly squished straw hat. I look mildly tanned, as if basking in that unique summertime glow of well-being born of loose

clothing and a wide open schedule. Odd feeling — I think it's called 'relaxation'.

Then I reach in for the yoghurt, goat cheese, whatever, distracted by the rush of cold air on my face in the heat of a lazy afternoon. I check the date on my buy. The fuzzed purply-blue stamp reads 'Sept. 1' — and wham I realize vacation is essentially over, and it's time to start thinking again about course outlines, parking decals, access codes, close colleagues' names, etc.; The Labour Day Weekend, or, Long Pre-teaching Fret of the Soul, blots out the future before me.

But then the dizziness passes and I realize there's no need to panic, that I'm not totally unprepared, that during the summer break I have actually been doing many improving professional things to ready me for the terms ahead.

Up the Union

In May, I went to the CIEA annual meeting, at Harrison this year. This was my first time at a CIEA confab, having been for the last decade or so semi-convinced that our belonging was of little practical value. So I am pleased to report that it was both an interesting and productive time — as I connected with a number of colleagues from across the province (not to mention some of our own UCFV delegates that I hadn't got to

know before), joined in some rousing union-boosting, got unexpectedly effusive feedback on our newsletter, and, in general, worked hard enough to have no fun at all — what conferences are all about, really.

The major theme of the convention was solidarity in the face of the BC Liberal Party's hypocritical and misguided onslaught on Education, with bestirring speeches on this from union and academic perspectives. I also attended two useful seminars: one on becoming an ever more effective union exec and the other, on a closely related topic, making meetings work better, put on by Eli Mina, who is billed as a Registered Parliamentarian. The first showed how differently things work in different institutions across the province, reflecting handily on our own process here at UCFV. The second was good, too. Like, it made perfect, sane sense, I thought as I sat there. Our presenter put forth many positive points on improving and facilitating meetings. For instance, he suggested that if

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Editor: Ryszard Dubanski

Secretarial Support: Fenella Sobchuk

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Contributions and ideas are welcome
from all members.
UCFV FSA

33844 King Road, Abbotsford, BC, V2S 7M8
Tel: 854-4530 FAX: 853-9540
www.ucfv.bc.ca/fsa/

you have a personality conflict with someone in the group, you should resolve it outside the meeting, e.g., by having coffee with her/him and discussing your concerns in a civilized though forthright manner. Ditto if someone behaves badly in a meeting. After all, the assumption underlying the dynamic of meetings in the workplace must be that we are *all* seeking consensus and a productive/proactive outcome, right? Rationality, reality, and Roberts rule. Of course.

But... then I got derailed by a deepening sense of *unreality* as the sunny afternoon wore on. At times I was tempted to pipe up that, well, in some of my experience at least, meetings are not always driven by the three admirable Rs mentioned above, but rather by three pusillanimous Ps (paranoia, psychosis, and poseurism); steered, that is, by people interested not so much in reaching a joint decision as in furthering their own hidden and not-so-hidden negative agendas, or, worse still, simply grandstanding for effect.

Hmmm, I thought. Maybe the answer is some nifty innovative technology, like a wired meeting room with chairs that generate electric shocks. Attendees would be supplied with inconspicuous controls that would administer a mild scintilla to selected chair #7, #8, etc., and the bottoms therein. However, jolts would increase in intensity in a cumulative way; thus the more annoying and unproductive the blathering from chair X, the more hands jabbing the big red button, and hence an enhanced buzz effect moving along a continuum from 'uncomfortable', to 'writhing', and, finally, 'screaming in agony'.

You get the picture — it might really move things along briskly in completely democratic anonymity, not to mention keep attention levels high, or at least liven up some really dull sessions. (Maybe I could get some lead lined boxer shorts? Don't think the current knitted silk ones will provide much solace.)

Anyway, the CIEA fest concluded on the day of the big anti-Liberal

march in downtown Vancouver. Buses and box lunches were provided for all those wanting to join the demonstration, and the band played "Street Fighting Man" (Person?) as delegates in droves clambered on board waving placards and shouting slogans.

Then, in June, it was the FSA retreat, in Harrison as well. The focus was on legal implications of union activity, not exactly a joyful topic but increasingly important in the ever more litigious workplace we inhabit. In the main event, our presenter, a lawyer provided by CEIA, passed out a handy collation of union-related documents at the start, then proceeded to read lengthy passages from them, under the impression, I surmised in bafflement, that we in the Valley were not able to read. Had the readings been dramatic, or in French or Urdu, they might have provided welcome diversion; as it was, blood sugar levels plummeted dangerously round the table and jelly doughnuts were consumed in mass quantities to ward off the threat of impolite, imminent slumber.

Another theme at both get-togethers was transition. At CEIA, Maureen Shaw stepped down, making way for new president, Cindy Oliver. Likewise with the FSA, Bev Lowen chaired her last session and Tim Cooper took over. In both cases, there seems to be a lot of positive energy for leadership in these difficult times — and that's certainly a good thing.

And I listened and learned at both events, never once resorting to typical conference escapist ploys. You know, reliving favourite *Simpsons* episodes while staring straight ahead in seemingly rapt attention at the presentator; apparently studying the 8 x11 handout/schedule in my lap while secretly perusing a Xena, Warrior Princess fanzine cradled between its business-like covers; or even surreptitiously scanning the oft-times quirky personals in the *G&M* laid open on the table with the coffee (e.g., "Blue dress seeks red

suspenders. Object: to explore the origins of language.")

Yes, once or seven times I did soak in the soothing sulphur pools, sometimes even with medicinal g&t at hand (wards off scurvy) — but must attest that, as I wallowed, rarely was another delegate spotted in my watery vicinity. It's hard to imagine a harder working bunch of colleagues.

Buon giorno Worker Bee Dude

And the self-improvement never stopped, from upgrading to Windows XP in order to be more Microsoft malleable to getting therapy for my CED (Compulsive Entertaining Disorder) so that I can devote even more time and energy to work-related stuff. Now, as I sit in my D Building office, admiring the stunning view of scaffolding whose horizontal and vertical intersections IN NO WAY resembles prison bars blotting out the campus and world at large but rather suggest the honeycomb pattern of a hive buzzing with meaningful activity.

The only thing that niggles me, is how can I be of even more service to you? There has been some talk round the Exec table about maybe taking this newsletter more fully online, and we wonder what you think. Howabout a quick and dirty survey right now: i.e, I've made a mailbox at rdubanski@shaw.ca called 'Options'. You can punch that in the start of the Subject line of your email; then choose from

- A) keep *W&V* in paper format
- B) make it online only
- C) have it both ways

Of course any further comments will be most gratefully welcomed; and your feedback will help us to attain the best possible in FSA Communications. So let me know — and I'll buzz back to you soon.

Below we have the usual bevy of report beauties, plus a couple of revealing articles. Have you ever wondered about the origins of the FSA? How corduroy knee-

breeches, midnight initiations on the CHWK Campus, and the phenomenon of spontaneous Morris Dancing all come together as the Triad in FSA mythology? Long shrouded in the murky mists of time, the mystery is at last revealed as one of original co-conspirators steps forward to tell it like it really was, way back then (Warning: not for the faint of heart or stomach). Plus we have a delightful diary from one of the most fascinating cities on the planet. So buzz on.

-Ryszard Dubanski



REPORTS

President

On behalf of the FSA, I'd like to welcome all new Staff and Faculty members to UCFV, and of course welcome back the old-timers to a new term. Whilst nervous, I'm also excited to be back in a new job. The learning curve is one that ICBC would classify as an accident black-spot, so I anticipate making a few mistakes at the start. Please be patient with me! I'm fortunate to have a very good Executive to work with, which contains a good mix of old experience along with new faces with new ideas. UCFV is likely going to be in flux during the next few years as the move towards a regional university takes place. We will need both the new ideas and the experience to make the transition as positive as possible for everyone.

The FSA is *your* union, and we try to make ourselves as available as possible. You can phone me at 4456 or e-mail me at coopert@ucfv.bc.ca. Sometimes I pick up and reply to e-mail at home. For technical reasons, I don't suggest you e-mail to my home e-mail provider.

I sat at the president's desk this morning, thinking about what we'll be dealing with this upcoming year. After the nose bleed stopped I put together a quick list.

FSA Restructuring

There have been stories circulating in the hallway about how some members, mostly Faculty are unhappy with a united union of Faculty and Staff. In an attempt to find out what the main concerns are, I spent some time last semester talking one-on-one with individuals who, rumour said, were the most in favour of splitting.

As a consequence I learned that there is a strong desire to allow separate votes on Staff-only issues, and Faculty-only issues. I didn't find any desire to split the union.

In a response to a specific request from the English Department, we went ahead and held 5 2-hour forums to allow individuals to come and tell us how they'd like the issue of one union/two unions to play out. We advertised these by [ucfv_all](#) (e-mail), and I'd like to publically apologize to the small number of Staff members who don't have e-mail. With Fenella not here to remind me, we goofed on this one. However, with the discontent rumoured to be in the Faculty I don't think it changed anything. The forums themselves were very pleasant. Only in the 4th forum on the Abby campus did any members show up, and both of them had no strong desire to separate the union.

I don't personally see what else we can do. I can only conclude that if any members do wish the union to split, they don't wish it strongly enough to tell us so. The FSA will be discussing a vote to allow separate votes for Faculty and Staff in it's October Executive meeting, but now its time to move on to more pressing issues such as bargaining.

Bargaining

We are entering a bargaining year. As you know, the salary increase for next year is already fixed at two percent, but other working conditions/benefits are up for negotiation. The FSA has a new contract chair, Anastasia Anderson.

She will co-ordinate the bargaining. We are currently at the stage of putting together a list of desires. It's already a long list and sure to get longer as we formally approach the membership for ideas. If you can't wait to tell us, you are welcome to e-mail Anastasia (or me) with any ideas you will have.

We are not going to get everything on our 'wish list' met; however, it's good to have them all in one place. We will then start the process of ranking ideas and moving into bargaining with Management.

If I still have your attention, I'd like to make a quick comment about overloads. There is an agreement on the assignment of work within departments. A document that you can get from the FSA office outlines the order in which this is done. A Faculty member doing an overload is 7th on the list behind filling up part-time B Faculty, RPTs etc. A member who wishes to teach a double overload is to be discouraged. Should this arise, the department must do a posting and hold an SAC to find other instructors to go on the on-call list. One reason that overloads are discouraged, is that it provides a measure of the workload within a department to senior Management. How can we argue that 7 courses is a full time job when someone is teaching 9 and still breathing?

Many Faculty want the right to an overload or two. After all, why would a union try to discourage overtime? Well, policies are determined by the membership, so if the majority of members wish to change the policy, it will be changed. Until then, the FSA will enforce the existing policy.

The FSA spends about half of its time dealing with issues around part timers, regularization, top up. The issue is complex to begin with, and the wording is not the most clear. We are meeting with Management to discuss the issue in our Annual Labour-Management Retreat, a full day of discussion. We will try to make the process simpler and easier

to understand. We may fail. In any event, we will ensure that none of the rights of existing members are lost.

Budget

Last year we went through a very difficult exercise in budget-cutting/layoff/bumping/student-fee-increasing. The fact that it was worse elsewhere didn't make it better here. In January we will have to address two facts. Our budget will be about one million dollars smaller in 2003/04 than it was in 2002/03. All our salaries will be two percent higher. I estimate that Management will need to 'find' about two million dollars.

This does not have to result in layoffs. There are ways Management can bring in additional revenue, and there will be retirements, people leaving etc. I know you're all wondering how you can help in this (otherwise why am I saying it?). The way to avoid a layoff is to transfer a member from one job, which is disappearing, to another job where there is a vacancy. I know of some departments who prefer external candidates for their vacancies as opposed to allowing someone from a neighbouring department to move in, even temporarily. I ask that you show compassion here, and also enlightened self-interest. If department A saves the job of someone in department B you might expect with the hurricane winds of change that members of department A could then more likely find shelter in department B at a later date.

In case you are thinking of rushing out to spend your 2%, you might like to know that the consumer price index (CPI) was:

In July 00 2.7% higher than in July 99
In July 01 2.6% higher than in July 00
In July 02 2.1% higher than in July 01.
Also, In July 03 the CPI projected to be 2.2% higher than July 2002.

Good luck, enjoy the year!

-Tim Cooper

Faculty Grievance Chair

Three Items of Note

The new Faculty evaluation procedure is more-or-less ready and will apply first to new, 2-year probationary Faculty. All Faculty will need to study the procedures as they can be called upon to staff evaluation teams and submit colleague evaluation reports. On-going, non-probationary Faculty will be evaluated according to the Baseline Expectations. See www.ucfv.bc.ca/lamm.

The FSA has pointed out the need for regular workshops re: harassment and complaint/appeal policies, as well as our obligation under Freedom of Information legislation.

>50% r.p.t. Faculty who have received contracts marked non-regularization track may wish to contact me (604-795-2788).

-Bob Smith

Staff Grievance Chair

Welcome back everyone. I hope everyone had a great summer. I very much enjoyed my summer vacation and feel rejuvenated and ready to get back into the swing of things. I'm ready to tackle what the year ahead holds and look forward to hearing from and working with a lot of you throughout this coming year.

Layoffs and Bumping

This past year we saw 13 Staff layoffs throughout UCFV. The areas affected were Continuing Education, Facilities, College & Career Preparation, Student Teaching Centre, and Institutional Based Training. These layoffs have been resolved through bumping, transferring into equivalent vacant

positions, and through job postings. We have two Staff employees left who will be moving into their new positions in the middle of September. All Staff layoffs have been resolved; however, I am still working on resolving a Faculty layoff.

Shop Stewards

The following is a list of the shop stewards for the 2002/2003 year. As well we have two new stewards this past year — Julie Croft and Art Knight.

Julie has been employed at UCFV for 5 years and is currently the Department Assistant for History, Modern Languages, Philosophy, and Politics. Julie is also the 1st Staff Vice President and the FSA Staff Rep for UCC.

Art has been in the post of auxiliary librarian and most recently as Public Services Librarian —responsible for g reference service to the students and employees of UCFV, library orientations, electronic resources, the library website, and library liaison with the Faculty of Science, Health & Human Services.

Thanks to both of you for your interest.

Staff	Local
Margaret Bracket	4217/4543
Julie Croft	4035
Ellen Dixon	4264
Colleen Olund	4524
Doug Rasmussen	4477
Margaret Slabicki	4477
Leslie Wood	4284
Faculty	Local
Art Knight	4396
Tim Lynch	4387
David Maroun	792-4071
David Riel	850-8672 (ext 157)
Norm Taylor	4225

My Schedule

Mon, Weds, Thurs
ABBY B377, 4341

Tues, Fri
CHWK A102f, 2498

-Heidi Tvete

Contract Chair

We are in a bargaining year! Our current contract expires on March 31, 2003. This is an urgent plea for input from all of you concerning our bargaining; but, first, here is some background about this year's negotiations.

During the last round of bargaining, the FSA opted for a two year contract rather than the three year contract other colleges and university colleges signed. As a result, all bargaining will be done locally. One item that will not be on the table is a wage increase for 2003-2004. The FSA has negotiated an agreement for wages that extends into 2004. This was probably a very fortunate deal because the provincial government has been threatening to freeze public sector wages. As it stands, we are assured that in the first year of our next contract, we will receive a 2% increase in wages.

Although bargaining will be done locally, we still have the services of CIEA at our disposal. I will be attending CIEA bargaining committee meetings and will be in touch with our CIEA Staff rep to make sure that we can make the best use of our CIEA membership.

My primary goal for September and October is to gather your ideas about ways we can improve our contract. Below is a list of suggested bargaining items that have already been given to Tim Cooper or me. Please add to this list by October 11th if you have any suggestions about the direction bargaining should take this

year. You can reach me at andersona@ucfv.bc.ca or drop off written responses at the FSA office or to my mailbox in Abbotsford.

Common Faculty and Staff Issues

- Free Tuition for dependants
- Day care subsidy
- Raising mileage compensation
- Clarification of Regularization language
- Clarification of 'internal' vs 'external' status
- PD funds increase

Staff Specific Issues

- Flex time
- Increased vacation days (or bonus days for unused sick days)

Faculty Specific Issues

- Cap on enrollments/recognition for teaching above the required 150 students per year
- Restructuring pay scale to reflect excellence in teaching, research, or community service
- Introduction of tenure system
- New method of hiring and evaluating Deans, Vice Presidents, and Presidents
- Another step to top of salary scale
- Recognition of extra time for teaching on more than one campus. (Other institutions reckon 1 hr driving=1 hr contact.)
- Waiver of the 150 student minimum for:
 - programs that exist only on a smaller campus
 - Math/CIS
 - departments whose courses have a maximum enrollment of less than 36
 - individual instructors, instead basing the measurement on a departmental average
 - instructors with the 6 course Research Option
- Elimination of new workload system and return to 8 course load, upper level releases, and no Research Option

- Recognition of contact time in the workload formula (e.g., Math has 2 1/2 or 3 blocks per course, as opposed to 2 blocks, and they teach one course less. This should be part of a universal formula accessible to all members.)
- Graders available at the request of a Faculty member.
- Lab for sessionals teaching lecture+lab in first year should be Arts sessional * 1.75 - in second year (and above) should be Arts * 2.0
- Standards should be set for workload when teaching classes above 36 student maximum
- Payment for the first overload should be 100% of payment for 1 course as part of normal load (not at 50%)

After I have gathered all of the responses, the difficult task of ranking the importance of bargaining items will begin. In October, I will be holding forums and sending out surveys so that the membership can direct the formulation of the bargaining goals and priorities.

My only personal agenda is to mold the Collective Agreement with your help into a form that truly reflects the needs of the membership as a whole and not just the views of the FSA Executive. To accomplish this, I need your input. I will keep you abreast of developments during the bargaining process. I look forward to hearing from you.

-Anastasia Anderson

Secretary Treasurer

As has become customary at this time of year, in my semi-annual report, I draw to your attention two financial items. First is the financial review of our records for the 2001-2002 fiscal year, fully reproduced here for your perusal (on the last two pages below). Flo and I have

gone through the accountant's report and have reconciled a few differences arising from different categorization of certain expenses and the treatment of depreciation of office equipment. Edmonson Roper has found nothing in their review requiring our attention.

The second item I am presenting for your review is our half-year budgetary estimates. It is admittedly difficult to draw many firm conclusions from these estimates since our expenditures and incomes have a certain seasonality to them. This means some budget categories are largely expended in a lump sum. In some budget categories, such as the annual retreat and retirement recognition, the expenditure is typically concentrated in a certain month. If that month is in the first half the year, then the percentage expended will be greater than the intuitive 50%. Much of our Executive section replacement costs are yet to be felt.

That said, there are a couple of early warning bells I see. Our budget, as developed by the Finance and Administration Committee and approved by the membership at the AGM last May, was very tight, indeed optimistic on a couple of fronts. Then there was the annual retreat, which was a tremendous success in that much of the outgoing and incoming Executive attended; that success put us over our budget, based on the sheer number of participants. We need to be more careful in next year's estimate. (It should be noted that the Harrison Hotel was very good at accommodating our needs for a very sharp pencil price.) The other area which may fall over budget this coming year is our communication expense. Last year the finance-administration committee set the challenge for us to reduce our paper usage and render more efficient our communication strategies. This effort is underway as the FSA website takes form. The full benefits of the strategy may not be realized this fiscal year.

In conclusion, our financial affairs remain stable and the financial guidance for the Executive continues to be one of austerity. Though there is nothing noteworthy in this review, I would be happy to answer any questions you may have. The other members of the Finance Administration Committee this year are Tim Cooper and Heidi Tvete. Please feel free to comment to any of us about the financial Management of the FSA.

-Ian McAskill



Human Rights

CIEA recently forwarded to us a letter from Attorney General Geoff Plant outlining the proposed amendments to the Human Rights Code and the rationale for these changes. What follows is a brief summary of the proposed changes with some critical perspective derived from a paper Sheelagh Day wrote for the Canadian Centre for Policy Alternatives (available at www.policyalternatives.ca).

The Human Rights Code Amendment Act was introduced in May of 2002 and is currently being scrutinized in terms of the government's declaration that strengthening the protection of human rights in British Columbia is their goal. The government had promised to issue a white paper and hold public consultations; however, the online response deadline of September 15th has already passed. Moreover, the firing of the Chief Commissioner did not seem to bode well for the protection of human rights.

The government suggests that in the area of human rights — as in so much of their agenda — the measure of success will primarily be the efficient dispatch of complaints. The previous Commission was

recognized as inefficient in dispatching cases in a timely manner, which was partly due to under-funding. Their backlog of cases was considerable. The restructuring of the BC Human Rights system aims to address these inefficiencies and includes the following:

- One statutory body that replaces the Commission, Tribunal and Advisory Council
- The Human Rights Tribunal will receive, mediate and adjudicate all complaints
- The education function will be carried out by the Attorney General, the Human Rights Tribunal, and a publicly funded independent legal clinic.

So what are the critics concerned about? Shelagh Day, with twenty-five years of experience in the field, suggests that without the Commission there will be no protection for the public interest in the enforcement of human rights laws and the elimination of discrimination. Throughout her critique she emphasizes the dual roles of the Commission: education and enforcement. The educational component draws the whole community into the vindication of persons discriminated against as well as reiterates the value of equal treatment. Plus "...governments do not provide support and encouragement to commissions to be challenging or innovative."

Another significant shift ties the protection of human rights closely to the Attorney General's office. The previous structure provided an arm's length distance from government. The Attorney General asserts that there is no reason for this distance since his ministry is responsible for human rights legislation.

Is there a bright spot? Perhaps in the fact that the Attorney General will mandate the BC Human Rights

Coalition to deliver the support services previously provided through the Legal Services Society. A non-profit society, the Coalition has been active for years in the areas of education and advocacy.

Finally, a bit of local news: senior Management and the FSA have agreed to put on mandatory workshops for supervisory Staff on UCFV's policy commitment to a harassment free work environment; Martha Dow and I will be attending a Student Services Area meeting to discuss the Pride Network and how LGBT people can be supported at UCFV; and Curtis Magnuson of Social Work will now be sharing UCFV's responsibility for Human Rights representation at CIEA with me of the DRC.

-Ellen Dixon



ARTICLES

A Brief History of the FSA

Richard Dubanski asked me some time ago to write a recollection of the early days of the FSA. Although I agreed, I was not keen. Those events that are dimmed by time and dementia do not rise easily to the conscious mind. Neither is it clear to me that there is much interest in the struggles that led to the creation of our union. Youth will be served and today's attention is focused on becoming a 'regional university', a haven for young PhDs and researchers, far removed from the 'community college' we once were.

Two events have kindled some spark of enthusiasm for this task. First, recent conversations, overheard in the hall, lazily expounding on the irrelevancy of unions today. Second, the announcement that funding for a building to replace the 'motel' in

Chilliwack has at last come through. I must tell you that I shed a tear when the latter news was announced. For just a second, I was taken back over 25 years — the quiet halls of the motel again rang with the clatter of armed struggle as the FSA was born in blood and turmoil. But do not let me get ahead of myself. This tale must unfold properly, each key event in its proper place. I cannot in good faith reveal many names, for some are still alive; indeed, some still toil within our walls.

I arrived in the mid 1970s to a college gripped by fear. Dr Larry Blake was President, he of the polished knee-high lace-up boots and corduroy breeches. Ask any old timer and they will tell you that they can still remember the swish swish of Larry's massy thighs brushing together as he strode the hallways. He was a powerful man, given to long speeches on "serving the community," and firm in the belief that idle Faculty would get up to no good. He might appear anywhere, anytime, seeking some hapless soul nodding off for 10 minutes between classes. The image may amuse you, yet many is the time that my body cried for rest. We taught 32 sections per year in the 1970s, punching a clock, never knowing which of our students were paid informers, ratting us out to the administration for using too many videos, too many small group discussions. Transgression brought immediate consequences. Dave Wyatt and I spent many hours polishing Larry's damn boots after he caught us with a still warm VCR in the back of our classrooms.

We were isolated in our fear. We spoke in whispers and moved on silent feet, hesitating to disturb the deans, lest they report us to Larry or the Board. These were the halcyon days of Bennett the younger. Socreds ruled and the Boards were all Socred appointees. Many of the Faculty, especially the youngest and strongest, remember being sent out to work in the hop

and berry fields of Board members. Try picking raspberries for 6 hours in the morning sun and then giving back-to-back lectures on introductory sociology. Try turning pages when your fingers are swollen and bleeding from wrestling vines. Older Faculty and many Staff were sent out to work as temps in the stores and offices of board members. There could be no dissent, no disagreement. Abbotsford and Chilliwack in the 1970s were not for sissies. Indeed, our courses on Marxist social theory were often under-enrolled, such was the climate of intolerance in the valley.

I must tell you what history has taught us over and over again. You cannot for long suppress the spirits of men and women. Repression breeds revolt and we became revolting. Whispering campaigns were begun: "Larry wears army boots." "Dick Bate sleeps with Barbara." "Eric Woodruff wears funny ties." The whispers would catch on and spread — Staff would leave notes with slogans in Faculty mailboxes. We would poke each other and giggle when we thought no one was looking. I remember a proud moment when Scott Fast stuck his tongue out a few minutes after Larry and a board member walked by. A member of the Physics Department farted in a Faculty meeting and wouldn't confess. I still remember Larry's face as he screamed at the Deans to "find the farter and bring him to my office!" We stood fast, united in our misery and sharing the hope that the union spirit, then sweeping the college system via the College Faculties Federation (a pre-cursor to CIEA) would soon ignite FVC.

The united spirit of Faculty and Staff began to wear on administration. Soon they travelled only in pairs, then groups. The 'swish, swish' of corduroy became more tentative, less likely to be heard during classroom hours. Deans locked themselves into their offices, afraid of their Executive assistants and of members of the

clerical pool. Swear words and bits of food began to appear in and on documents being sent to the Ministry. Even careful proofreading was no guarantee that a letter or report would make it safely to its destination.

We began to gather in secret, meeting in pubs and bars away from the campuses, to plot the beginnings of what was to become the FSA. We knew then that only in unity would we be successful; only in unity could we aspire to fair pay and regular hours; only in unity would we begin the long march to sabbaticals, professional development, and maternity top-up. Professionals denied are professionals enraged. Our meetings became virtual hymns to solidarity, with each member carefully making and remaking the points that had already been made.

We knew that regardless of whether we were social scientists, chemists, physicists, secretaries, or welders, we must stand together to face down the fascists who wanted us to be accountable for all of our waking hours. Never again would we apologize for working at home. Never again would we give out our home telephone numbers. Never again would we be told that it was rude to sleep with students. "Never again", became our mantra, muttered under our breaths, waiting for the spark, the moment when we would grasp for freedom.

That moment arrived at Christmas (76 or 77). It was cold; the winds swept across Sumas prairie, making driving almost impossible. We would convoy, lining up behind Allan Cameron's Porsche and creeping along the freeway to make our classes and sometimes even a few minutes of our office hours.

Word came down from Larry Blake's office: Art Ross and I were once again to be sent to Cottonwood Mall and Seven Oaks to play Santa for the mall retailers — this in addition to classes and exams. To this day I'm not exactly sure what happened, but, I do know that it was

over quickly. We'd had enough! We seized the motel building on Chilliwack campus. The Librarians swept down the hall from the library; Office Careers took the other wing; Paul Herman, Scott Fast and the Humanities gang held the lounge and protected beer supplies from marauding students (and the deans who were always trying to cadge a drink). Colin Ridgewell, Bob Smith, and I, together with the office pool and the Social Service crowd, held the production room. I remember being in the front lines of the struggle until a vicious paper cut sidelined me with my head between my knees. I don't think it lasted more than 30 minutes. Walter Bissky and the Trades guys barricaded the front doors so that Larry, the Bursar, and the Deans could not escape. They surrendered to Jocelyn Creigh (of the English Dept.) in front of what is now the reception desk in the motel building.

Larry was stripped of his boots and his felt markers. The Deans, to a person, said that they thought a union was a great idea and that they had supported it all along — they were just waiting for the right moment, and they now realized that moment had arrived. The Board and the communities took longer to convince, but union fever was not to be denied. We negotiated a first contract, then a second... then, well, years have gone by. Our contract now looks nothing like it did then. But don't be fooled. That which has been won by toil and battle can be lost again. The forces of darkness have returned to the land and the union movement must stir once more. Relax and you may find yourself picking raspberries and teaching too many students in too many sections. Those who fail to learn from history are doomed to repeat it. You might also ask why Barry Bompas insists on keeping Larry's boots locked up in a cabinet in his office....

-Kevin Busswood

If it's Summer, This Must be Beijing...

I was lured back home to the China Agricultural University campus again this summer. Why? Where else can I drink Starbucks' coffee in a 'Forbidden City'? Go to a Louisiana speakeasy and listen to jazz musicians from New Orleans, then stroll down the road for a midnight massage — Chinese style — and end up at an all-night Korean BBQ? Or go to the largest public square in the world to fly a kite?

Fact is, Beijing is fun and exciting. Yes, the pollution is worse than you can possibly imagine. The city is, indeed, crowded and busy, with traffic that is truly appalling. And I teach in classrooms without air-conditioning, breathing in foul air, during what should be my summer holiday. But the students are extraordinary, my colleagues from all over the world and from different disciplines, and so my sojourn is, simply, an adventure. Here are some 'snap shots' from my e-mails home:

May, 2002. I had a moment in the classroom the other night. The air was humid but not too hot. The darkness descended quickly and caught me unaware. I was standing on the wooden riser at the front of the class. As it squeaked while I paced and wrote on the board, the students and I were both wondering when I might fall through the wood. (I think that tension keeps them on the edges of their seats more than the words I utter. I can hear them thinking: "Maybe now, maybe this time.") I looked around at the familiar faces— rapt, smiling, quiet, respectful. I felt the warm caress of the humidity, heard the whirring of the fans overhead and the bird calls like punctuation, and I felt at peace.

May, 2002. A young man with a handsome face, choppy haircut, and wire-rimmed glasses came to see me

in my office hours the other day. He came to talk to me about the possibilities of graduate studies in Canada and about the future he would like. He was a student in two of my classes last summer, so I know him quite well. He sits in the front row, always prepared, always willing to go the 'extra mile', and the student who comes up with the most creative and thoughtful responses.

I asked him about his parents and he said, "Well, unlike a lot of my classmates, my parents aren't rich. They own an optometry (they make eye-glasses) and they earn about 800 Yuan (US \$100) per week." He went on to say, "When I was in Europe (he won a grant to study there) I saw how people lived. They had nice homes, cars, dogs, jobs and they came home from work at a decent hour. My mother and father work about 10 hours a day, every day, and even when it's really hot, my mother never takes the air-conditioned bus (the regular bus is .20 cents CDN, the air-conditioned .40)

This surprised me as the ICB/UC Denver program costs quite a bit by Chinese standards and most of my students come from privileged families. I asked him how he managed to attend ICB. "Oh," he said casually, "my grandmother owned four houses and she sold all of them to finance my education and the education of my cousin." The one-child policy means a lot rests on the shoulders of these young people. When he told me this I turned my face away from him quickly, as I didn't want him to see the tears clinging to my lashes. His grandmother sold everything she owned to help with his education; yet his talk to me held no trace of self-pity. He finished by saying in a soft voice, "I want to be successful so I can make my mother's life easier...."

That very night I found myself with three colleagues and my sister-in-law at Beijing's most famous restaurant for Peking Duck, apparently in existence for over 300 years. Now it's housed in a modern building with a big neon sign that hovers over a giant duck statue that

looks a bit like Disney's Donald (sans sailor suit). Of course, we ordered the set duck dinner. What can I tell you? The air was thick with warmth, humidity, cigarette smoke, and laughter. The Peking duck *was* the best I ever had — in some of its parts. First, we were served the tongue. It was chewy and crunchy in a mustard vinaigrette (I didn't like it much); then we had the liver which was incredibly delicious, kind of like a fois gras; the gizzards were excellent; but none of us liked the kidneys ... and so it went. The bill (all of us non-drinkers, non-smokers) was just over 800 Yuan — what my aspiring grad student's parents earn in a week. I couldn't help but pondering on that I as waddled into the air-conditioned cab to take me back to the campus.

June, 2002. Wenjie, Tom, Paul and I went to see the Royal Shakespeare Company of London perform *The Merchant of Venice* at a lovely theatre in town. It was a stunning performance which kept me spell-bound for three hours. What a perfect play!

June, 2002. Mark Rose, who teaches the film production course, decided he wanted to tour some art galleries that featured artists who weren't just run-of-the-mill tourist fodder. So armed with sketchy directions, Wenjie, Mark, Mr. Wang (our driver) and I set off for a Sunday adventure.

Fortified with coffee, pastries, and dainties we began our search. We hunted down the Red Door Gallery. And it was a hunt; but in spite of the vague directions (or maybe because of them) we persisted and walked through the rubble of devastated hutongs (traditional Beijing homes) to a watchtower that was once part of the wall of the ancient city. Even when we were merely 300 feet from our destination, the locals had no idea there was a gallery up the stairs at the top.

It was an amazing gallery. Inside this three-story, rectangular

structure atop the high stone wall, massive wooden support beams held up the classical roof. (You know the Chinese roofs that look like smiles...) The art was provocative, the prices were New York, and the adventure could have ended there happily. But no, it got even better.

Back to the car, down dusty, garbage, and brick-rubble roads, another 40 minutes devoid of what might be considered beauty. Images floated past our window, but my favourite was the two motorcycles joined together by a cord. This was a different kind of tow. The driver on the towed bike had a cigarette dangled precariously from his lip and his eyes looked vacant and unfocussed in spite of, what seemed to me, the obvious danger and fragility of his situation. It seemed comical too, somehow.

As we got deeper into the suburban nightmare we came to the artist's residence. It was a beautiful gallery surrounded by a classical Chinese garden. This beauty was behind a wall that obscured the view of the dusty squalor outside. We were invited in to this private gallery where we viewed very powerful and moving images. We bought books, had them signed, bought lithographs, and settled in at a long table for jasmine tea with the artist and his wife.

And there's more. Tonight many of us piled into a small bus to go to an acrobatics performance. Yes, it was a contortionist-spinning-crockery-affair. After a potentially deadly near-collision on the freeway we found ourselves alternately laughing idiotically or oohing and aching about the danger we escaped.

Isn't life a gift?

July, 2002. You've heard of 'extreme' sports — extreme marathons, extreme biathlons, etc.. Well, in Beijing I've been indulging in extreme eating and shopping. Here, both things have attained

sport status that takes fortitude, conditioning, and a certain frame of mind. Trust me, not everyone can do it....

July, 2002. Last night Brazil won the world cup match against Germany. Of course, a group of us congregated in the lounge upstairs with beer, crackers and cheese. We placed our bets and settled in for the game. I realized how the world cup has been like wallpaper to my stay. My meal out with the students (that was Turkey vs. ?); after we fled a horrible Chinese movie (Germany vs. the US); as we ate hot pot it was (Korea vs. Germany); and in Dahlian (US vs. Ireland). I'll miss the games and I will miss this place. It's the last week of classes. Just two more weekends and I will be home. I had a full weekend of dinner parties, meetings with friends and colleagues from home, hutong pedicab tours, art gallery visits, lavish meals, palace garden tours, and chats with my new friends in the dorm. This weekend I felt I rediscovered Beijing yet again.

July, 2002. I just returned from a cruise up the Yangtze River. We started in the western interior of China in Chongqing. It's a really lovely place. Wenjie tells me it reminds him of Hong Kong with towering mountains covered in high-rises, and lots of waterways and bridges. We walked around this town at night and were struck by its liveliness and late-night flower vendors. Wenjie, Tracy, and I went to the 39th floor of the Marriott Hotel to look at the view. As we gazed out of the windows at the lights of the city, the young attendant told us disarmingly that his city had more population than all of Canada, about 32 million. We found this hard to believe, and after days of sleuthing discovered that Chongqing is about the size of the state of New Jersey. The area we would all agree to be 'city' had about 15 million people. Still, that's bigger than Beijing and almost half the size of Canada.

We boarded our 5 star ship, *The Princess Elaine*, and began our downstream journey. I have never seen a red river before. I must admit,

it makes me wonder about the colour of the Yellow River. Imagine a river about the size of the Fraser, rushing madly with water the colour of red clay. That is sort of what the Yangtze looked like.

Yet this formidable river will disappear in November when phase one of China's mammoth hydroelectric project kicks in; now is the last opportunity to see this river in its true nature.

The Yangtze riverbanks yielded so many surprises. It's hard to visualize (and describe) the entire villages that are being demolished while the brand-spanking new villages are being erected above the new high-water mark. As we cruised, I kept imagining the high water mark (which was clearly signified in many points on the river) and what the river might look like after it is dammed. Officially, the Chinese say they are resettling 1 million people; I think it may be more. Whatever the numbers, the magnitude of this project is amazing.

My cruise was worthwhile: the food was excellent, my travel companions congenial, and the excursion with boatmen up the lesser Gorges pure delight. But the garbage floating in the water (even human bodies according to someone on another boat), the ever-present pollution haze from coal burning, and the in-your-face hawkers made me yearn for the wild, clear beauty of home.

-Madeleine Hardin

Notes & Notices

Bev's Retirement

On the late-breaking news front, just heard that our former president, Bev Lowen, is leaving UCFV. She will be missed for her energy and bright spirit — thanks Bev for all your hard work and dedication to the FSA membership. Best wishes in all your new endeavours.

A Web-User's Prayer

(addressed to Isidore of Seville
Sanctus Isidorus Hispalensis
c.560 - 636 — proposed patron saint
of the Internet)

Almighty and eternal God,

who created us in Thine image and
bade us to seek after all that is good,

true and beautiful,

especially in the divine person of
Thy only-begotten Son,

our Lord Jesus Christ,

grant, we beseech Thee, that,

through the intercession of Saint
Isidore,

bishop and doctor,

during our journeys through the
internet we will direct our hands
and eyes only to that which is
pleasing to Thee

and treat with charity and patience
all those souls whom we encounter.

Through Christ our Lord.

Amen

Fun with New Words

(Ed. Definitions coming next issue!)

garage wine
bridezilla
prooflisten
wallet biopsy
braggables
social swarming
office-park dad
gene doping
makeunder
communal bereavement



FSA Semi-Annual Budget Estimates

For the Six-Months Ending
September 30th, 2002

	2002-2003 Actual	2002-2003 Approved Budget	Percentage of Budget
REVENUES			
Revenue-Dues	\$ 221,432	\$ 458,516	48.3%
Interest Earned	1,066	4,000	26.7%
Actual Revenue	\$ 222,498		
Budgeted Revenue		\$ 462,516	
Percentage of Revenue Earned			48.1%

EXPENDITURES			
AGM & Social	\$ 2,053	\$ 2,500	82.1%
CIEA Fees (1)	93,458	189,557	49.3%
Committee Expenses	-	1,000	0.0%
Communications to Members	3,405	5,000	68.1%
Delegate Fees & Seminars	-	3,000	0.0%
Donations	250	4,781	5.2%
Executive Releases (2)	35,820	147,050	24.4%
Joint UCFV/FSA Funded	-	4,000	0.0%
Legal/Audit Fees	3,159	5,500	57.4%
Membership Recognition	325	4,200	7.7%
Misc. office supplies, ISP, phone, fax	2,588	7,000	37.0%
Office Equipment & Repair	1,803	4,500	40.1%
Office Staff	37,503	81,197	46.2%
Retreats	6,117	4,500	135.9%
Travel Expenses	1,861	6,500	28.6%
Actual Expenditures (3)	\$ 188,343		
Budgeted Expenditures		\$ 470,285	
Percentage of Expenditures Spent			40.0%

(1) CIEA Dues estimated for Sept.

(2) Executive Releases includes Central Table Offset of \$20,678.75

(3) All UCFV Invoice accounts estimated for August and Sept.

UCFV Faculty and Staff Association
Statement of Financial Position
March 31, 2002
(Unaudited)

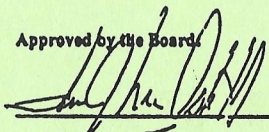
ASSETS

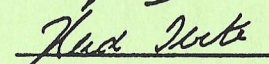
	2002	2001
Current Assets		
Cash	\$ 8,143	\$ 39,208
Short-term Investments (Note 2)	71,422	83,332
Accrued interest receivable	685	1,891
Membership dues receivable	38,575	35,641
Other receivable	1,450	4,448
Prepays	200	-
	<u>120,775</u>	<u>164,720</u>
Long-term Investments (Note 3)	155,228	153,173
Furniture and Equipment	<u>34,981</u>	<u>31,833</u>
	<u>\$ 310,984</u>	<u>\$ 349,726</u>

LIABILITIES AND NET ASSETS

Current Liabilities		
Accounts payable	\$ 61,692	\$ 118,002
Net Assets		
Unrestricted	214,311	199,891
Invested in furniture and equipment	<u>34,981</u>	<u>31,833</u>
	<u>249,292</u>	<u>231,724</u>
	<u>\$ 310,984</u>	<u>\$ 349,726</u>

Approved by the Board

 Director

 Director

UCFV Faculty and Staff Association
Statement of Operations and Net Assets
Year Ended March 31, 2002
(Unaudited)

	2002	2001
Revenue		
Dues and fees	\$ 434,773	\$ 401,262
Interest and investment income	8,982	14,435
Christmas Party Ticket Sales	<u>4,851</u>	<u>-</u>
	<u>448,606</u>	<u>415,697</u>
Expenses		
AGM and socials	2,327	3,654
CIEA fees	179,675	164,580
Committee expenses	1,343	190
Communication to members	7,407	6,522
Delegate and seminar fees	1,910	3,613
Donations	3,320	3,804
Joint Funding	4,000	5,000
Membership recognition	3,209	3,211
Office and miscellaneous	11,527	10,830
Professional fees	1,091	1,083
Release time	123,636	117,086
Retreat	4,274	3,977
Travel and promotion	6,729	5,210
Wages and benefits	<u>80,590</u>	<u>84,084</u>
	<u>431,038</u>	<u>412,844</u>
Excess of Revenue over Expenses	17,568	2,853
Net Assets, Beginning of Year	<u>231,724</u>	<u>228,871</u>
Net Assets, End of Year	<u>\$ 249,292</u>	<u>\$ 231,724</u>